



New Jersey Statewide Network for Cultural Competence Meeting Minutes

**September 19, 2011
The Boggs Center, New Brunswick
1:00 – 4:00**

Attendees: There were about thirty people who came to the meeting to think together about directions for the NJSNCC and what we would like to be doing. After introductions and announcements led by Stephen Smith, a summary of the history of the Coalition by Zenaida Steinhauer and Bill Gaventa, the discussion was wide ranging, but these minutes will attempt to catch the key points:

The Values People Find in the Coalition

- Cultural competence is crucial to what agencies in all areas are doing and trying.
- NJSNCC helps people working in this area to keep their agency goals alive by being part of a network.
- Diversity is who we are in New Jersey and as a Coalition.
- We need to continue what has worked: the listserv for sharing ideas and resources and asking questions, quarterly networking meetings, and an annual meeting/conference for sharing and learning across different areas of human services and other areas of community life.
- NJSNCC has the potential to be more of a resource to hospitals, health insurance collectives, and other organizations who are being required to address cultural competence because they receive federal funding.
- NJSNCC also has potential to be of help to families and consumers of health and human services.
- NJSNCC is the only statewide network across service sectors that we know about, not just here but across the nation.

Dreams and Visions

- We need to capture more of the value of the organization to its listserv members.
- A need for more state agency directors to be aware of the Coalition as a resource to its staff who are addressing issues of diversity and cultural competence and for those directors to endorse participation and use of the NJSNCC.

- To become a resource for health organizations, HMO's, insurance groups as well as human services.
- More Train the Trainer workshops. (Several done about five years ago).
- Continue regular networking meetings, hosted by different agencies around the state, and use them for fostering both local and statewide networking.
- Develop a listing of interpreter services used across the state by Coalition members and cost effective ways to develop that capacity.
- Work together to embed cultural competence in the organizations in which members work, so that it is not just a "sidebar" conversation.
- Use of the network to help people share events, reach out to particular populations, foster grassroots advocacy, and share initiatives and resources.

Goals for the Next Year

- Sponsor another annual meeting. The one in 2010 at the Middlesex Fire Academy drew over 100 people.
- Continue quarterly meetings.
- Capture more information about the Coalition, and which interpreter services agencies use.
- Outreach to state agency directors, HMO's, Rutgers, NJHA, education, and others but also encourage current NJSNCC members to tell others about the NJSNCC and invite them to join.
- Explore ways to develop a calendar of trainings, conferences, and other events being help-related to cultural competence.
- More links on the website and explore other ways to use the website.
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Next Steps

- Continue discussions at the next Quarterly Meeting after inviting wider membership into the process.
- Develop a survey to find out more about our membership, e.g., what agencies, who do you serve, who are trainers, interpreter services you use, and the reasons why they value the NJSNCC, etc. (*Bill Gaventa to draft*).
- Invite others into the Steering Committee and clarify roles.
- Get information on NJSNCC to state agency directors to endorse and encourage appropriate staff to join, use, and contribute to the mission. (*Steve Smith*).
- Explore further training, training resources, and Annual Conference; including trainings and discussions involving "case-based" scenarios, i.e., "What did you do when faced with an issue of diversity/cultural competence?" (*Nick Montalto, Sophia Rossovsky, Desiree Bonner, Bob Like*).

- Continue discussion at the next Quarterly Meeting (November 4)

Throughout this discussion and brainstorming, some issues and questions were raised that related to all of the above.

- The Coalition is informal, all volunteer. No one is paid to coordinate it; People involved see it as part of their jobs and work of their agency in cultural competence. If members want more to happen, then that depends on offering to help and lead.
- If staff is needed, does the Coalition want to become more formal, raise funding for collaborative projects, outreach, and more? Become a 501(c)3? That raises questions about whether some people could then participate as part of their work, issues of membership, funding and more.
- Related, if the Coalition did not move that direction, but was able to find funds for collaborative projects, who would serve as the fiscal sponsor and holder of funds, so that the Coalition could access them?
- A common recognition that moving toward cultural competency is not a one time training event. Ongoing technical assistance and internal initiatives are crucial.

The meeting closed with the recognition of more discussion needed while also proceeding with some of the action steps indicated.

Minutes from the Flip Charts and Notes,

Bill Gaventa

*To find out more about the New Jersey Statewide Network on Cultural Competence, go to www.state.nj.us/njsncc
To join the Network, request to join the listserv at the website. There is no charge.*